



DEPARTMENT OF THE NAVY  
PATROL SQUADRON FORTY-SIX  
3560 NORTH CHARLES PORTER AVE  
OAK HARBOR WA 98278

5 Jun 2020

CO'S POLICY STATEMENT

Subj: FRATERNIZATION, SEXUAL HARASSMENT, EQUAL OPPORTUNITY (EO) AND DISCRIMINATION

Ref: (a) OPNAVINST 5370.2D  
(b) SECNAVINST 5300.26D  
(c) OPNAVINST 5354. IG

1. Reference (a) defines fraternization as personal relationships between officer and enlisted members that are unduly familiar and do not respect the differences in rank and grade or are inappropriate and counter to long-standing traditions of the Naval Service. Likewise relationships between two officers or two enlisted Sailors where a senior/subordinate supervisory relationship exists are equally inappropriate. Though responsibility for preventing inappropriate relationships lies fundamentally with the senior individual, both members are responsible for their own conduct.
2. Reference (b) defines sexual harassment as any form of influence, offer of influence or threats to career, pay, or job of another person in exchange for sexual favors; any deliberate repeated offensive comments, gestures, or physical contact of a sexual nature in work or work-related environments. Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career; submission to or rejection of such conduct has the purpose or effect of interfering with an individual's performance or creating an intimidating, hostile, or offensive environment.
3. Reference (c) defines discrimination as an act, policy, or procedure that arbitrarily denies equal treatment to an individual or group because of race, color, religion, gender, age, national origin or ethnicity. Discrimination and non-equal opportunity behavior involves conduct that a reasonable person would find objectionable. Such actions are prohibited in our workplace, barracks, on our aircraft, or anywhere when engaged in official business as well as command sponsored social, recreational, or sporting events, regardless of location.
4. All hands are responsible for knowing and understanding the definitions of fraternization, sexual harassment, discrimination, and equal opportunity. If any of these definitions are unclear to you, or you have questions about whether or not your actions are in violation of these policies it is your responsibility to cease the actions in question and request clarification. Anyone exposed to this behavior should make it clear that such actions are offensive and unacceptable to them. Violations undermine good order and discipline, bring discredit to the Naval Service and are punishable under the UCMJ.

A handwritten signature in red ink, reading "C. S. Waddill", is positioned above the printed name.

C. S. WADDILL